

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE J		PAGE OF PAGES 1 7	
2. AMENDMENT/MODIFICATION NO. 0004		3. EFFECTIVE DATE 09-Jul-2002		4. REQUISITION/PURCHASE REQ. NO. W802Y9-2031-9828		5. PROJECT NO.(If applicable)	
6. ISSUED BY USACE, HUMPHREYS ENGINEER CENTER SUPORT ATTN: CEHEC-CT 7701 TELEGRAPH ROAD ALEXANDRIA VA 22315-3860		CODE W2P0000		7. ADMINISTERED BY (If other than item 6) See Item 6		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				<input checked="" type="checkbox"/> 9A. AMENDMENT OF SOLICITATION NO. DACW72-02-R-0004			
				<input checked="" type="checkbox"/> 9B. DATED (SEE ITEM 11) 23-May-2002			
				10A. MOD. OF CONTRACT/ORDER NO.			
				10B. DATED (SEE ITEM 13)			
CODE		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended.							
Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning 2 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) GROUNDS MAINTENANCE SOLICITATION The purpose of this amendment is to respond to questions and incorporate the current wage determination. A. Questions and answers attached. B. Incorporate Wage Determination No: 94-2103 REV (26) in lieu No. 94-2103 REV (24). C. Due date remains 16 July 2002, 1400 hours. D. Referenece 1.3 Maintain Trees/Shurbs/Hedges: - 1.3.1. Trimming and Pruning ..Change wording of sentence to read ..."Other trees shall be pruned on an as-required basis, to include pruning around fence lines, to provide safety, clearances and/or prevent structural damage. ..." E. All other terms and conditions remain unchanged.							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
(Signature of person authorized to sign)				BY (Signature of Contracting Officer)		08-Jul-2002	

EXCEPTION TO SF 30
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

1. **Question: Reference 1.1.1 - Regarding the "wood-lines" does this clearing include trees or underbrush only? Will cleared underbrush have to be removed?**

Answer: Yes, the work includes the clearing and removal of underbrush and the trimming of trees. The Contractor must maintain the area that extends 30 feet into the woods. See the amendment to paragraphs 1.1 and 1.1.1.

2. **Question: Reference 1.1.4 - Regarding irrigation of all grounds, does this refer to all improved grounds, and how will drought conditions be determined?**

Answer: All improved grounds (including flower beds/bushes) should be irrigated during severe drought conditions. The COR, along with the Ft. Belvoir Environment and Natural Resources Division (ENRD) and the Fairfax County Water Authority, will determine when drought conditions are warranted.

3. **Question: Reference 1.1.6 - In regard to the repair of areas damaged, is there an estimated square footage?**

Answer: The contractor's proposal will specify how they will handle the repair of damaged areas. Appendix A, Item 17, contains estimated quantities for the repair of the damaged turf. These quantities are only estimates to assist offerors in the preparation of their proposals.

4. **Question: Reference 1.1.7 - Is there an expected minimum number of applications of fertilizer?**

Answer: The paragraph states that the contractor will provide soil samples to Fairfax County annually, and the results should determine the amount of fertilizer to apply. Again, the contractor's proposal will specify how they will handle the application/type and amount of fertilizer to be applied.

5. **Question: Reference 1.1.8 - Has there been significant disease noted in trees or shrubs in past 5 years?**

Answer: No significant disease has been noted in the trees or shrubs in the past 5 years.

6. **Question: Reference 1.4.3 - Is there a particular tree or shrub that prices should be estimated by?**

Answer: No. When the new Ground's Maintenance contractor, or the Government, find that trees or shrubs need to be replaced, the Contracting Officer or the Contracting Officer's Representative (COR) will indicate that a replacement is warranted. When necessary, the Humphreys Engineer Center (HEC) utilizes the ENRD to ascertain the conditions of the trees. See Appendix A for estimated workload data for tree and shrub removal. These are only estimates to assist offerors in preparing their proposals.

7. **Question:** Reference 1.1.6 - Repair damaged areas. If another contractor damages the grounds are they responsible to repair their damage or does the grounds contract have to repair said damage?

Answer: If an outside contractor damages the grounds during construction work, they will be responsible for repairs. However, also see paragraph 1.1.6, which describes the Contractor's general responsibilities for repairing damaged grounds.

7. **Question:** Is the contractor responsible to remove the grounds debris or does the government supply a dumpster at no cost to the contract?

Answer: It is not clear as to what is meant by "grounds debris." Man-made material may be deposited in dumpsters available around the complex, and natural debris (like tree trimmings and underbrush) can be deposited in the rear of the complex in areas designated by the COR.

8. **Question:** Reference 1.4.3. Installation of New Trees and Plants. Who determines that a tree has expired? Also what species (Maple, Ash, Oak, etc.) trees and shrubs are to be planted?

Answer: See the answer to question number 6.

10. **Question:** Does the current contract have the same Statement of Work as the new contract?

Answer: The current Request for Proposals involves the same type of work but contains a "performance-based" Statement of Work. The existing contract did not include a performance-based Statement of Work and was awarded in response to an Invitation for Bids on the basis of low price.

11. **Question:** Reference 1.1.1 - Mow Improved / Semi-improved Grounds. Are the Semi-Improved areas, the area that is 30' from edge of the wood line, or is there some other area?

Answer: The Semi-Improved areas include 30 feet into the woods and both sides of the fence line. Also see the amendment to paragraphs 1.1 and 1.1.1.

12. **Question:** Reference 1.1.4. Irrigation. Other than flowerbeds, do we water the grounds during non-drought conditions or just during drought conditions? Also who determines that we are in drought conditions?

Answer: See the answer to question number 2.

13. **Question:** Reference 1.5 - Basic Services. If the snowfall reaches 1" during the night or on a weekend, does the contractor have to respond at that time or does the contractor wait until the next business day? What is the historical data on snowfall in your area that covers CLIN's 0001AB, 0001AC, 0001AD and 0001AE?

Answer: The contractor's proposal will state how they will handle the snowfall and comply with the Statement of Work. The incumbent contractor calls the twenty-four hour guard for snowfall updates at HEC, as well as contacts the COR when they will come to start the snow-removal process. There is no "Historical Data" kept because of the various amounts of snow that are

received each year. The Davison Airfield, at Ft. Belvoir, keeps data on the temperatures, rain and snowfall, which we use for past data.

14. Question: Reference 1.5.2 - Above Normal Snow Fall. If by chance there is an above normal snowfall, does the contractor have the capability to file a claim to recoup the added expense? If not is there any historical data that covers an above normal snowfall in your area?

Answer: The contractor must keep the Humphreys Engineer Center clear of ice and snow, and open for business. The contractor's proposal will specify how they intend to perform snow-removal, and the proposal must also include the costs for removal of snow above 6 inches.

15. Question: Appendix A Estimated Workload Data. Item 15 - Number of flowers to be planted (500 each). Who purchases these flowers? If the contractor purchases them what type (daisies, pansies, petunias, etc.) are to be purchased, and if an assortment, then how many of each type flower?

Answer: Paragraph 1.4.3 states, "that the contractor shall supply and plant... fifty trees and bushes per year to replace plants that have expired." The Contractor's technical proposals should describe the replacement of annuals and dead perennials and the types of plants that will be used.

16. Question: Reference 1.1.8 - Perform Rodent, Insect, and Disease Identification and Reporting. It is our understanding from this paragraph that Fort Belvoir Entomology will treat any pest control or disease problem once the contractor notifies them of the problem. Is this true?

Answer: Yes.

17. Question: Reference 1.1.2 - Does the removal of vegetation include parking lots also?

Answer: Yes

18. Question: Reference 1.1.4. - Does the government have existing hose bibs to which the contractor may connect hoses to water? Can the fire hydrants be utilized? Does the turf need to be irrigated during drought conditions? Historically, what months and how often has the contractor had to water?

Answer: Yes, on all buildings. Yes, the fire hydrants can be utilized, if pre-approved by the COR. Yes, the turf may need to be irrigated during severe droughts. No historical data has been kept on what months irrigation was required, nor how often. The hottest months are typically July and August, and the present contractor watered enough as to keep the vegetation from expiring.

19. Question: Reference 1.1.5. - How often is general litter patrol performed per week?

Answer: The contractor's proposal will specify how many times per week. The present contractor performs litter patrol three times per week.

20. Question: Reference 1.1.6. - How can the contractor pre-determine what areas will be disturbed and will need to be repaired at bidding time? Will the contractor be reimbursed additionally for this task?

Answer: See Appendix A, "Estimated Workload Data." Offerors are to include all repair costs in their proposals.

21. Question: Reference 1.2. – If a work order is issued, will additional funds be allotted?

Answer: These emergency, or special event services, is inclusive of the contract. These services, for example, may require an area's grass to be re-mowed for an event, etc. The issuances of requests for services are rare, as long as the general improved and/or semi-improved grounds are maintained properly.

22. Question: Reference 1.2. – Can you please give an example of a special service?

Answer: Refer to the answer stated above.

23. Question: Reference 1.3.1. – A special license is required to prune around electrical facilities and most of the time the power is required to be turned off. Is the contract requiring any special licensed employee and will be the power be turned off?

Answer: The contractor will provide the type and amount of employees to perform all functions of this contract, and may require special licenses. The proposal should state how the contractor intends on performing trimming and pruning. The incumbent contractor has never requested that the power be turned off to perform their trimming services.

24. Question: Reference 1.3.1 – Does this mean all trees will be pruned twice annually?

Answer: Yes. The contractor's proposal should include a schedule on how/when the contractor intends on meeting the contract requirements.

25. Question: Reference 1.4.2 – How often is weeding of ornamental beds and trees required?

Answer: The contractor proposal will specify when/how the bedding and planted areas are to be maintained. The incumbent contractor has maintained them all year, so as to not allow the weeds to overrun the beds.

26. Question: Does any new mulch get applied or just maintenance of existing mulch?

Answer: The contractor shall supply and install mulch on a yearly basis. During the remainder of the year, the contractor will perform maintenance on the beds – to include "fluffing-up" the existing mulch.

27. Question: Reference 1.4.3 – What types of trees and shrubs will be required? Each contractor cannot price the contract accurately unless an exact list is specified. Prices would vary depending on the type and size of plant. Plant prices vary greatly by type.

Answer: See answer to question number 6 above.

28. **Question:** Reference 1.4.4 – Will the contractor be compensated additionally for work under this line item? If no, historically how many trees get removed annually and what caliper are they?

Answer: No. The existing contract called for trees to be removed up to 12" in diameter, and for trees to be removed from the fence-line, with no additional costs to the government. No historic data has been maintained on the amount of trees that were removed. Again the contractor's proposal should include a schedule on how/when the contractor intends on meeting the contract requirements.

29. **Question:** Reference 1.5.2 – How does the contractor price in the hauling of snow in the event it is needed?

Answer: Offerors are to include in their cost proposals the costs of removing snow and ice over 6 inches, as specified in Section B of the solicitation. Historically, over the last five-year contract, only two snow haulings were required. Because of the open space of the HEC complex, the majority of any snow removal from major snowstorms can be relocated within the complex.

30. **Question:** Reference 3.8 – Does each employee of the contract need to be a US citizen?

Answer: No. However, in the areas surrounding Building 2592, workers must be escorted who are not U.S. citizens. However, there must be at least one member of the contractor's workforce, preferably the foreman, who can speak and read English.

31. **Question:** Will the contractor be required to purchase and plant annual flowers? If so, how many per season and what size pot?

Answer: Paragraph 1.4.3 states, "that the contractor shall supply and plant... fifty trees and bushes per year to replace plants that have expired." The tree diameters (2 –2 1/2" caliper) and shrub sizes (5 gallon) are specified. The types of trees and bushes that are replaced will depend upon which trees and bushes die and must be removed.

32. **Question:** Is snow removal required from the terraces on the buildings?

Answer: No.

33. **Question:** Fence line clearing was mentioned at the site visit as part of this contract. Where is this in the specifications? How far does the fence line need to be cleared and what is the height clearance?

Answer: Paragraph 1.3.1, "Trimming and Pruning," states that trees are to be "...pruned on an as-required basis including pruning around fence lines to provide safety, clearances and/or to prevent structural damage." Also, paragraph 1.1.3, "Trimming," requires trimming around fence lines. Finally, paragraph 1.4.4, "Removal of Dead Trees, Shrubs, and hedges," specifies the removal of all dead trees that fall on the fencing. The fence height is 10'.

34. **Question:** If snow is required to be hauled, is there a place on site to dump the snow?

Answer: Yes, there are areas on the complex to dump the excess snow.

35. Question: If snow is required to be hauled, how will the contractor be compensated for the additional equipment. Is this price to be built into every snowfall or can the government provide another line item under supplies/services in the contract?

Answer: The hauling should be included (costed-in) into the line item for removal of over 6 inches of snowfall.

36. Question: Most snows do not require hauling.

Answer: Correct.

37. Question: Statement of Work, Paragraph 1.1.1. and your appendix (B). It was noted during the site visit the Semi- Improved Grounds area was not clear as to what the Governments intentions are ?

Answer: See the amendment to the SOW in paragraphs 1.1 and 1.1.1.

38. Question: If the cut line is 30' into the wood line from the fence as shown on appendix (B) is the contractor to complete clearing of these area by removing trees and grubbing 30' into the wood line or as we to clear and grub between existing trees?

Answer: See the amendment to the SOW in paragraphs 1.1. and 1.1.1. The Contractor is also to clear and grub between existing trees.

39. Question: It appeared that there were no existing 21 acres of semi-improved, but was to be created by extending 30' beyond fence line as some areas vegetation and trees are next to fence line.

Answer: See the amendment to the SOW in paragraphs 1.1. and 1.1.1.

40. Question: Appendix (A) Estimated workload data item – Item 11, Number of trees to be removed, could you provide information i.e.; quantity, and size 10'- 20'- 21'- 30', etc as size dictates price.

Answer: The number of trees to be removed is an estimated quantity. The majority of the trees to be removed will be dead (but may still be standing.) Live trees would only be removed if identified as diseased, and the COR gains approval from Ft. Belvoir ENRD. The trees will range in diameter.

41. Question: Item 15, Flowers to be planted are these to be flats, 4inch or 1-gallon?

Answer: Offerors should include in their proposals their methods for replacing annuals and dead perennials, and their recommendations on the types of replacement plants to be used.



WAGE DETERMINATION NO: 94-2103 REV (26) AREA: DC,DISTRICT-WIDE

WAGE DETERMINATION NO: **94-2103** REV (26) AREA: DC,DISTRICT-WIDE

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2 103

Revision No.: 26

Date Of Last Revision: 05/29/2002

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George,
Loudoun, Prince William, Stafford

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
Film/Tape Librarian	14.65
General Clerk I	11.68
General Clerk II	13.72
General Clerk III	15.32
General Clerk IV	18.74
Housing Referral Assistant	17.82
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Messenger (Courier)	9.30
Order Clerk I	14.74
Order Clerk II	16.29
Personnel Assistant (Employment) I	13.05
Personnel Assistant (Employment) II	14.24
Personnel Assistant (Employment) III	16.42
Personnel Assistant (Employment) IV	19.60
Production Control Clerk	17.28
Rental Clerk	15.42
Scheduler, Maintenance	14.06
Secretary I	14.71
Secretary II	15.35
Secretary III	18.49
Secretary IV	19.57
Secretary V	22.79
Service Order Dispatcher	14.04
Stenographer I	14.68
Stenographer II	16.47

Supply Technician	19.57
Survey Worker (Interviewer)	14.94
Switchboard Operator -Receptionist	10.96
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	11.63
Travel Clerk II	12.49
Travel Clerk III	13.41
Word Processor I	11.80
Word Processor II	14.22
Word Processor III	16.65
Automatic Data Processing Occupations	
Computer Data Librarian	11.69
Computer Operator I	13.30
Computer Operator II	15.67
Computer Operator III	18.60
Computer Operator IV	18.94
Computer Operator V	22.94
Computer Programmer I (1)	19.64
Computer Programmer II (1)	23.05
Computer Programmer III (1)	26.99
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.99
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	14.06
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	21.38
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	16.01
Motor Vehicle Upholstery Worker	17.03
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.43
Transmission Repair Specialist	19.03
Food Preparation and Service Occupations	
Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.76
Food Service Worker	9.01
Meat Cutter	16.07
Waiter/Waitress	8.17
Furniture Maintenance and Repair Occupati ons	
Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05
General Services and Support Occupations	
Cleaner, Vehicles	9.67
Elevator Operator	9.79
Gardener	12.98
House Keeping Aid I	9.02

House Keeping Aid II	9.28
Janitor	9.64
Laborer, Grounds Maintenance	10.75
Maid or Houseman	9.28
Pest Controller	11.85
Refuse Collector	10.88
Tractor Operator	12.73
Window Cleaner	10.51
Health Occupations	
Dental Assistant	14.36
Emergency Medical Technician (EMT)/Para medic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.43
Licensed Practical Nurse II	16.20
Licensed Practical Nurse III	18.13
Medical Assistant	11.76
Medical Laboratory Technician	13.93
Medical Record Clerk	13.57
Medical Record Technician	14.21
Nursing Assistant I	8.46
Nursing Assistant II	9.52
Nursing Assistant III	11.94
Nursing Assistant IV	13.40
Pharmacy Technician	11.84
Phlebotomist	11.21
Registered Nurse I	22.54
Registered Nurse II	25.08
Registered Nurse II, Specialist	25.08
Registered Nurse III	32.38
Registered Nurse III, Anesthetist	32.38
Registered Nurse IV	38.81
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	16.79
Exhibits Specialist II	20.99
Exhibits Specialist III	25.84
Illustrator I	17.03
Illustrator II	21.29
Illustrator III	26.20
Librarian	22.33
Library Technician	15.03
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.71
Counter Attendant	8.71
Dry Cleaner	9.83
Finisher, Flatwork, Machine	8.71
Presser, Hand	8.71
Presser, Machine, Drycleaning	8.71
Presser, Machine, Shirts	8.71
Presser, Machine, Wearing Apparel, Laundry	8.71
Sewing Machine Operator	10.63
Tailor	12.43
Washer, Machine	9.31
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95
Material Handling and Packing Occupations	
Forklift Operator	14.58

Fuel Distribution System Operator	19.38
Material Coordinator	16.97
Material Expediter	16.97
Material Handling Laborer	11.50
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.69
Store Worker I	8.89
Tools and Parts Attendant	16.99
Warehouse Specialist	15.01
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	20.93
Carpenter, Maintenance	18.05
Carpet Layer	17.61
Electrician, Maintenance	22.59
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	20.88
Electronics Technician, Maintenance III	22.73
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	20.93
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.70
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85
Millwright	19.24
Office Appliance Repairer	18.05
Painter, Aircraft	20.76
Painter, Maintenance	18.05
Pipefitter, Maintenance	19.04
Plumber, Maintenance	18.05
Pneumatic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.41
Telecommunication Mechanic II	20.45
Telephone Lineman	20.93
Welder, Combination, Maintenance	19.03
Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.97
Carnival Equipment Operator	11.11

Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	8.53
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	9.67
Mortician	21.63
Park Attendant (Aide)	12.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	14.06
Sales Clerk	10.04
School Crossing Guard (Crosswalk Attendant)	10.34
Sport Official	11.24
Survey Party Chief (Chief of Party)	14.92
Surveying Aide	9.27
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
Swimming Pool Operator	13.21
Vending Machine Attendant	10.20
Vending Machine Repairer	13.24
Vending Machine Repairer Helper	10.77
Personal Needs Occupations	
Child Care Attendant	11.37
Child Care Center Clerk	15.86
Chore Aid	8.05
Homemaker	16.45
Plant and System Operation Occupations	
Boiler Tender	20.85
Sewage Plant Operator	19.15
Stationary Engineer	20.85
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	19.72
Protective Service Occupations	
Alarm Monitor	15.04
Corrections Officer	17.69
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	9.51
Guard II	12.53
Police Officer	20.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.96
Air Traffic Control Specialist, Station (2)	19.97
Air Traffic Control Specialist, Terminal (2)	21.99
Archeological Technician I	14.57
Archeological Technician II	16.29
Archeological Technician III	20.20
Cartographic Technician	22.73
Civil Engineering Technician	19.56
Computer Based Training (CBT) Specialist/Instructor	23.94
Drafter I	12.22
Drafter II	15.30
Drafter III	17.18
Drafter IV	21.49
Engineering Technician I	15.50

Engineering Technician II	17.99
Engineering Technician III	21.63
Engineering Technician IV	24.82
Engineering Technician V	30.35
Engineering Technician VI	36.72
Environmental Technician	19.29
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	20.36
Instructor	23.34
Laboratory Technician	15.98
Mathematical Technician	23.39
Paralegal/Legal Assistant I	16.71
Paralegal/Legal Assistant II	21.31
Paralegal/Legal Assistant III	26.07
Paralegal/Legal Assistant IV	31.54
Photooptics Technician	21.06
Technical Writer	23.99
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	18.40
Unexploded Ordnance (UXO) Technician II	22.27
Unexploded Ordnance (UXO) Technician II I	26.69
Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
Weather Observer, Senior (3)	19.38
Weather Observer, Upper Air (3)	16.64
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.09
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.60
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

5) The contracting officer transmits the Wage and Hour decision to the contractor.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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